

27 February 1981

2077

MEMORANDUM FOR: Director of Personnel Policy,  
Planning and Management

FROM : [REDACTED] Acting Chief, Asian Branch,  
NFAC/OSR/RA

SUBJECT : Restriction on Women's Access to Fitness Room

As a regular user of the Agency's fitness room and related facilities, I was appalled by the recent, drastic reduction in availability to women of these facilities (see attached schedule).

- Women clearly take a disproportionately large share of the reduction. Under the restricted schedule, women lose 73 percent of their shower time, while men lose only 8 percent.
- During working hours, men have the choice of using the shower in the morning or afternoon; women have exclusive use of the facilities only during midday.
- Coed hours for the fitness room during nonworking hours appear to give women greater access, but few women are able to take advantage of them because of the lack of a locker room or shower during most of this period.
  - During these hours, women must change in other parts of the building and then leave clothes and other valuables on benches or on the floor in the fitness room, or unprotected in ground floor restrooms.
  - Assuming COB for most employees is between 1500 and 1730, men have access to the showers immediately after work every day; women are forced to wait between 1 and 3 1/2 hours after COB for the same access.
- The crowded conditions during the women's midday hours virtually preclude any expansion of use of the facilities by women; slack periods during men's hours allow for such expansion.

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The restricted hours will soon be reinstated for as long as eight months. I find it incumbent upon Agency management to provide a more equitable distribution of availability of fitness room facilities during that period.

- The most equitable solution to the problem is to replace one or both nearby ground floor restrooms with showers and dressing rooms (with lockable lockers).
- Failing that, the schedule should be adjusted. Women could use the facilities from 0730 to 1130 on Mondays, Wednesdays, and Fridays, for example, and from 1400 to 1800 on Tuesdays and Thursdays. Men would still receive more than 70 percent total access, and both men and women would have a choice of morning or afternoon hours. Moreover, a larger, single bloc of time for women would help relieve crowded conditions.
- If coed hours are to be maintained, lockers should be installed outside the dressing room--perhaps in the entranceway to the fitness room (in place of the bulletin boards) or along one of the blank walls inside the fitness room. This latter solution, however, would add to the overcrowding problem.

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Attachment  
As stated

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